

Functional Area 43

Human Resource Management



Chief, FA43 Proponency
December 2004

Agenda



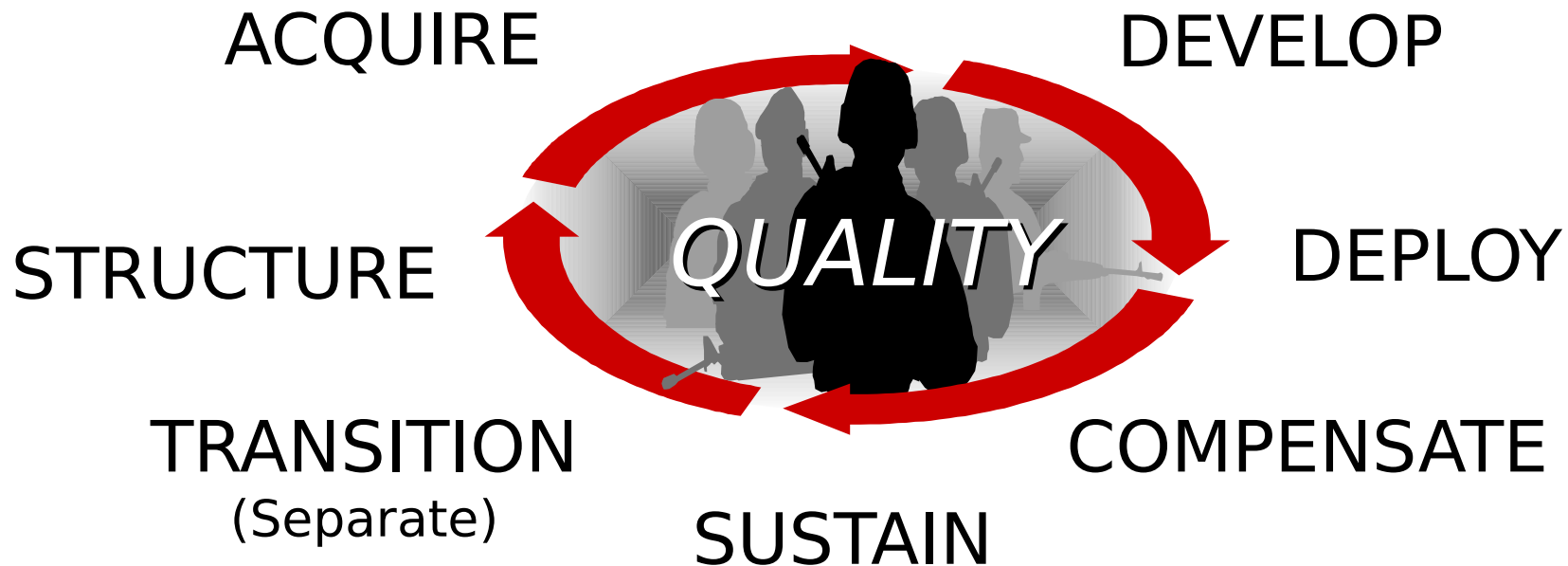
- FA 43 Proponency Office – who are we?
- FA 43 Structure – how many positions and what type?
- FA 43 Acquisition – how do we become FA 43's?
- FA 43 Distribution – where does an FA 43 get assigned?
- FA 43 Development – how do we develop institutionally, operationally, and individually?
- FA 43 Deployment – what are a FA 43's staff responsibilities and duties?
- FA43 Proponency Office Current Update &

FA 43 Proponency



Responsible for developing personnel policies, procedures, and programs affecting all personnel life-cycle management functions as prescribed by AR 600-3, The Army Personnel

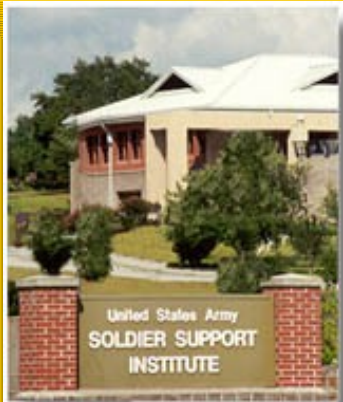
Proponent System:
DISTRIBUTE





FA43 Proponency Office Organization

Effective August 2003

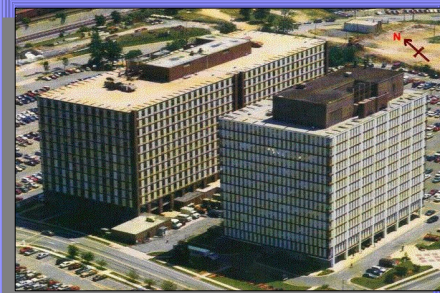


Ft Jackson, SC

**Soldier Support
Institute
BG Gina Farrisee**

AG School Commandant

FA 43
Proponency Office



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Alexandria, VA

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Phone: (803) 751-8617 DSN 734-
8617

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Alexandria, Virginia 22331
Phone: (703) 325-8041/5562/7278 DSN
221-

Dep Chief, FA 43
Proponency

Resident & DL
Course Director

What the Army Does



The measure of military professional is success in battle and other military operations. Military effectiveness is perishable. **Therefore, every day in the Army, we do two things: we train Soldiers and we grow them into leaders.**

FM 1, The Army
14 June 2001

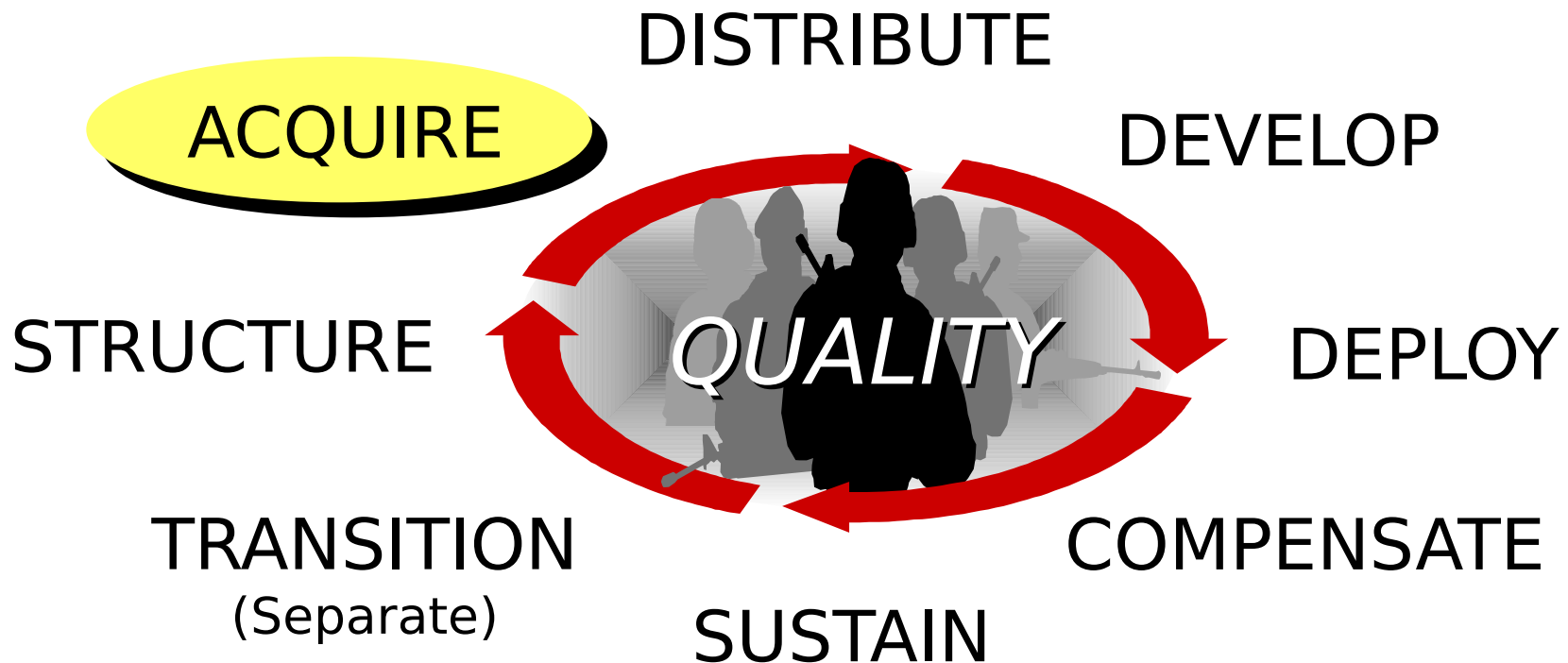
Why FA 43?



The Human Resource Management functional area (FA 43) provides the Army with a professional human resource manager focused on projecting requirements; developing capabilities; and planning, programming and managing Army human resource life cycle functions in support of senior military leadership. As senior career staff officers, FA 43 officers are responsible for developing, interpreting, integrating and implementing the Department of Defense (DoD), Joint, and Army human resource programs and policies for the military, civilian, retiree, and contractor work force and their families at all echelons.

Draft DA Pam 600-3, Chapter 30, ISCF

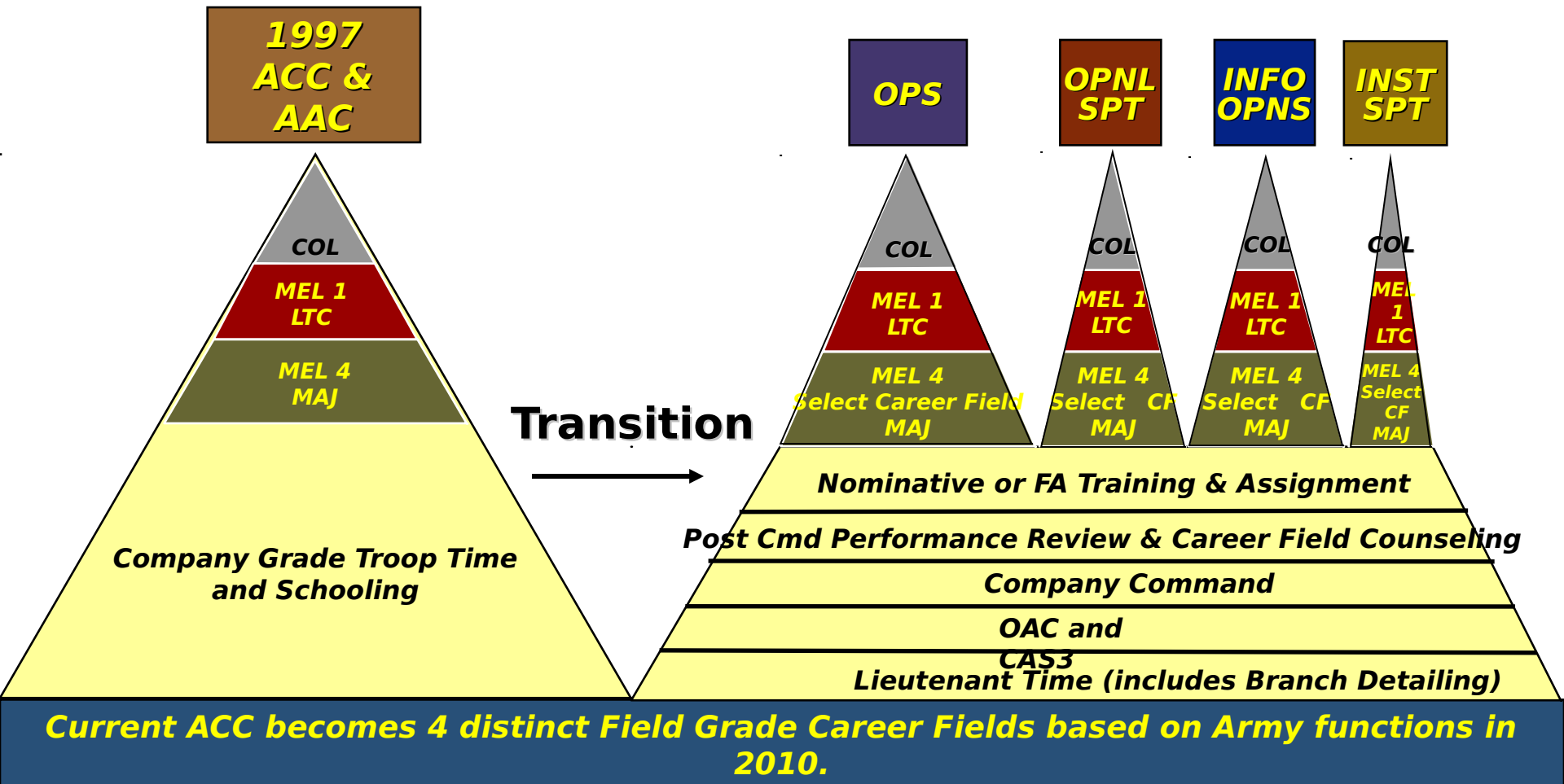
How do we become FA43 officers?



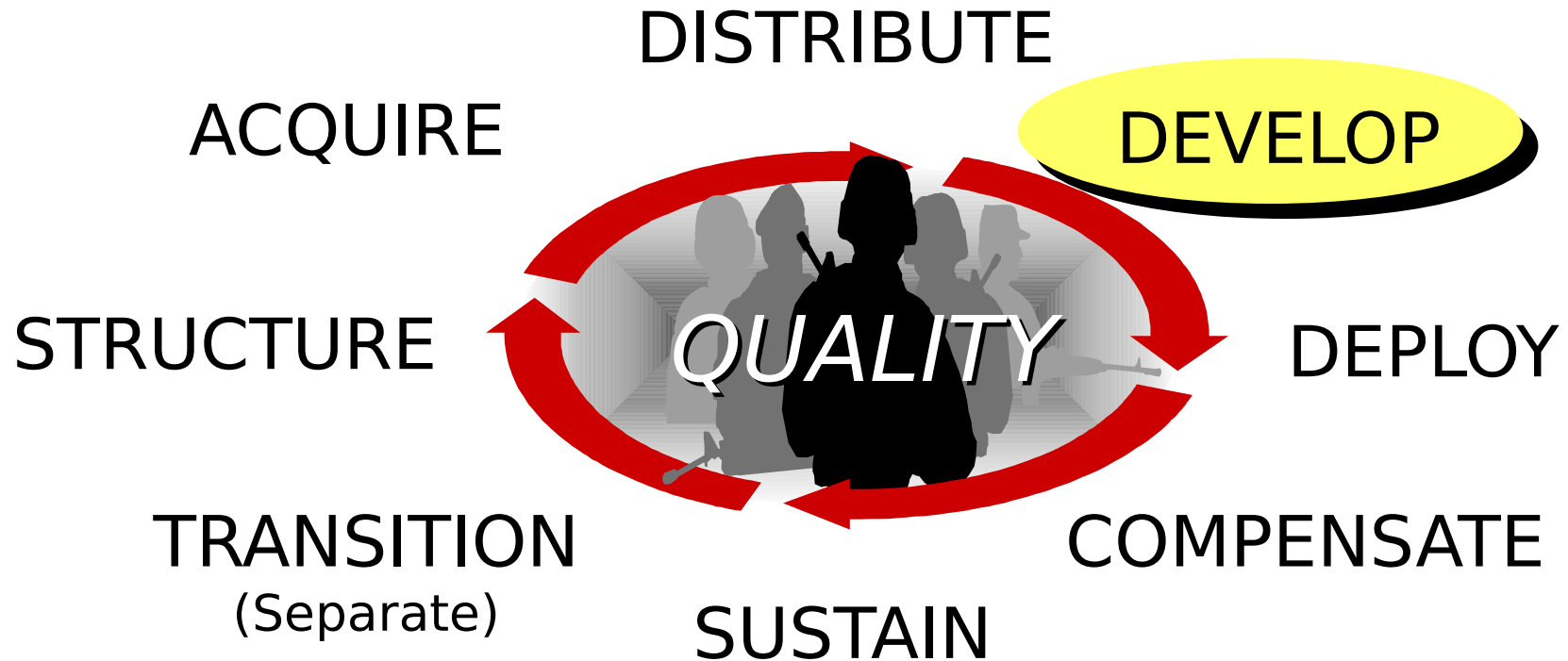
OPMS III Career Field System



Four Career Fields established to develop & manage Field Grade



FA 43 Officer Development



Institutional Development



ILE

FA43 Qualification course
Job and unit specific training





FA 43 Course Design

Single 2-week resident course in the NCR that trains entry level FA43 on operational/tactical HR programs, processes, and plans. DL web-based preparatory phase covers strategic HR policies and programs and Joint HR training.

- Resident course design includes hands on systems training, leadership lecture series, and final exercise
- DL focus is on knowledge & comprehension levels of learning

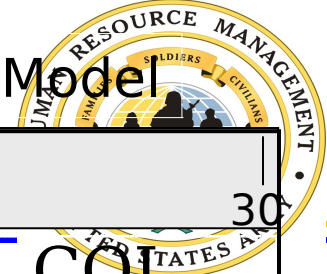
Approved by CG, SSI (Apr 04) for
full implementation NLT FY06

Operational Development

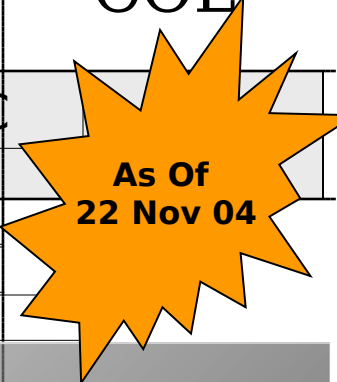


- Primary Functional Area (FA) qualifying positions
- Developmental FA positions
- EO Training
 - Officers attend DEOMI as required
- Advanced Civil Training (ACTS) (AC only)
 - Fully funded Advanced Individual Training Schooling
 - Currently 2 slots
- TWI (Training w/ Inactive Duty) (AC only)
 - RAND Corp
 - Utilization - Army G1

Currently
Not being filled due
to GWOT



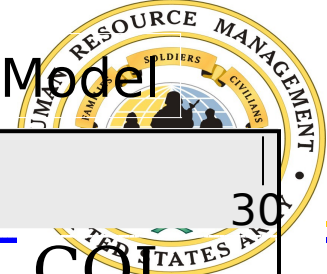
Functional Area 43 AC Lifecycle Development & Utilization Model

YEARS	0	10	20	30	
Rank	CPT Career Field Decision		MAJ	LTC	COL STATES AR
Professional Military Education		ILE Core	ILE (FA 43 Credentialing)	SSC	 As Of 22 Nov 04
Additional Training	i.e. Air Assault / Airborne / Ranger	Assignment Oriented Training (i.e. Defense EO Management Course)			
		i.e. ACS/TWI/Fellowships			
		Joint Training			
Typical Assignments	DEVELOPMENTAL & UTILIZATION ASSIGNMENTS				
	<div>Successful completion of CO Grade Leader development Quality. Experience in Basic Branch \ Assignments & Grounded in The Operational Army and its doctrine</div> <div>CPT Positions listed below are not all FA 43 coded positions. Company commander Battalion/Sqdn S1/ Adj Asst Bde/Gp/Reg't/ UA S1/ Adj Personnel staff Officer Aide-de-Camp Service School or ROTC Instructor Div/Corps Staff Officer Deputy SGS Admin Officer CTC S1/CSS Observer/controller</div>	<div>Bde/Reg't/Group BCT/UA S1 Deputy/Asst Div/UEx G1 Corps/UEy/MACOM HR Plans, Policy, Opn officer Joint HR/Manpower Staff Officer (C1/J1) Chief, MACOM/Corps OPMD Asst Corps/UEy G1 Army G1 Staff Officer HRC Assignments Officer Deputy Chief FA 43 Prop. HRC Staff Officer EO Program Manager Personnel Staff Officer EO/HR Service School instructor CTC S1 Observer/Controller Admin officer</div>	<div>Deputy/Asst Corps (UEy) G1 Deputy/Assistant MACOM G1 Army G1/HRC Branch/Div Chief Joint HR/Manpower Staff Off (C1/J1) EO Program Manager Chief, Corps/MACOM/UEy HR Plans, Policy, Opn, OPMD Army G1 Staff Officer Chief, FA 43 Proponency DA HRC Staff Officer MACOM Personnel Staff Officer Service School HR Staff officer Service School EO/HR instructor, staff or faculty DA EO Officer EO Training Proponent Chief Admin Officer</div>	<div>MACOM G1 UEy Deputy G1 Dep/Asst MACOM G1 06 level Chief of Staff 06 Level Staff Director Army G1 Staff Officer HRC Staff Officer MACOM Staff Officer Joint HR/Manpower Staff Officer (C1/J1) Executive Officer to a Flag Officer Personnel Staff Officer</div>	
Self Development	Graduate/Post Graduate Degree				
	HR Certification				

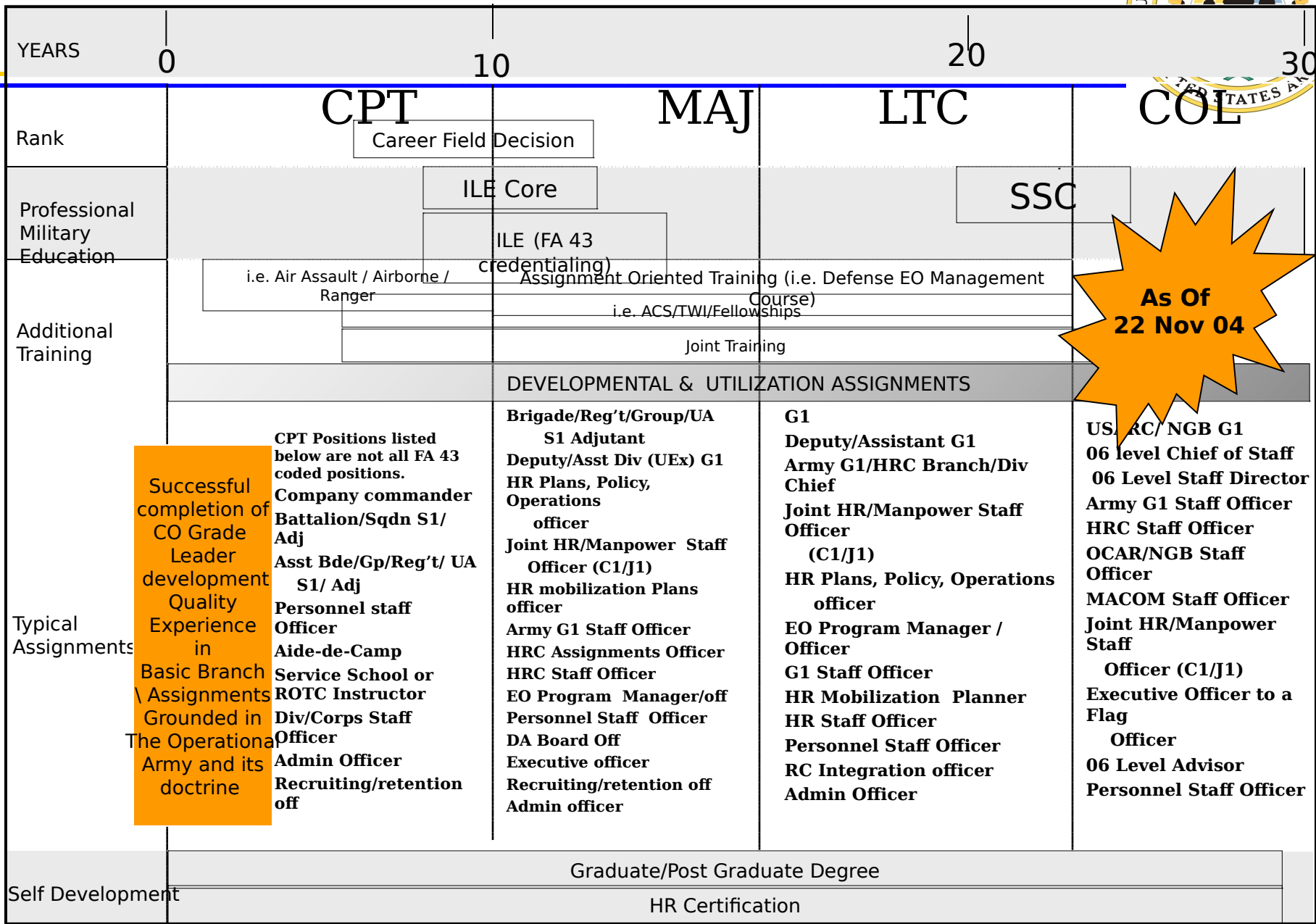


Successful completion of CO Grade Leader development Quality. Experience in Basic Branch \ Assignments & Grounded in The Operational Army and its doctrine

Figure 31-1 FA 43 Lifecycle Development & Utilization Model (Active



Functional Area 43 RC Lifecycle Development & Utilization Model



As Of 22 Nov 04

Figure 31-2 FA 43 Lifecycle Development & Utilization Model

Individual Development

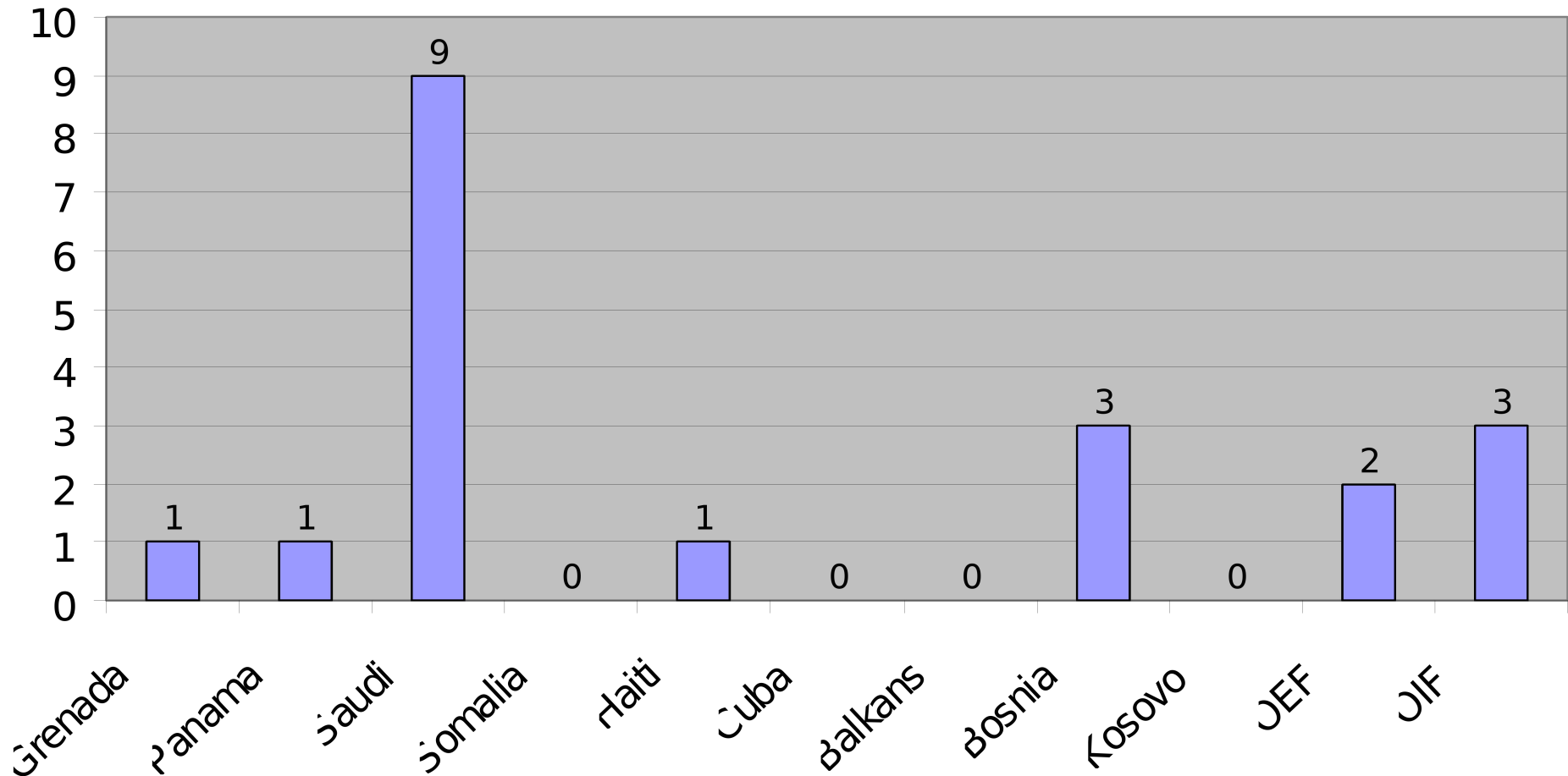


- DA PAM 600-3 Lifecycle
- Professional reading
- Continuing Education
 - Advanced college degrees
 - Conferences and workshops
 - Certification training (e.g. people soft)
- Professional HR Associations & certification
(e.g. SHRM, HRCI)

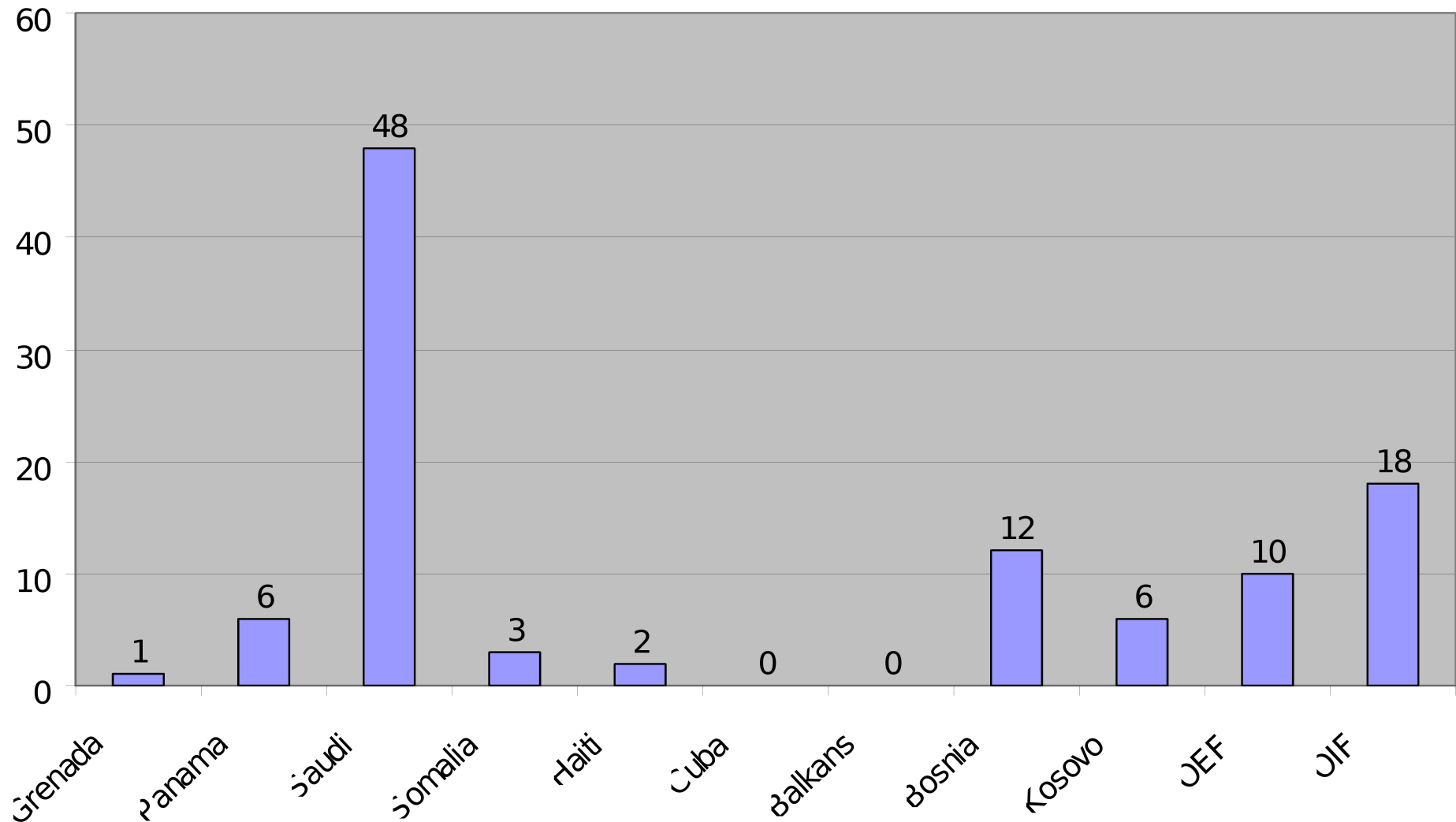
FA 43 Officer Deployment



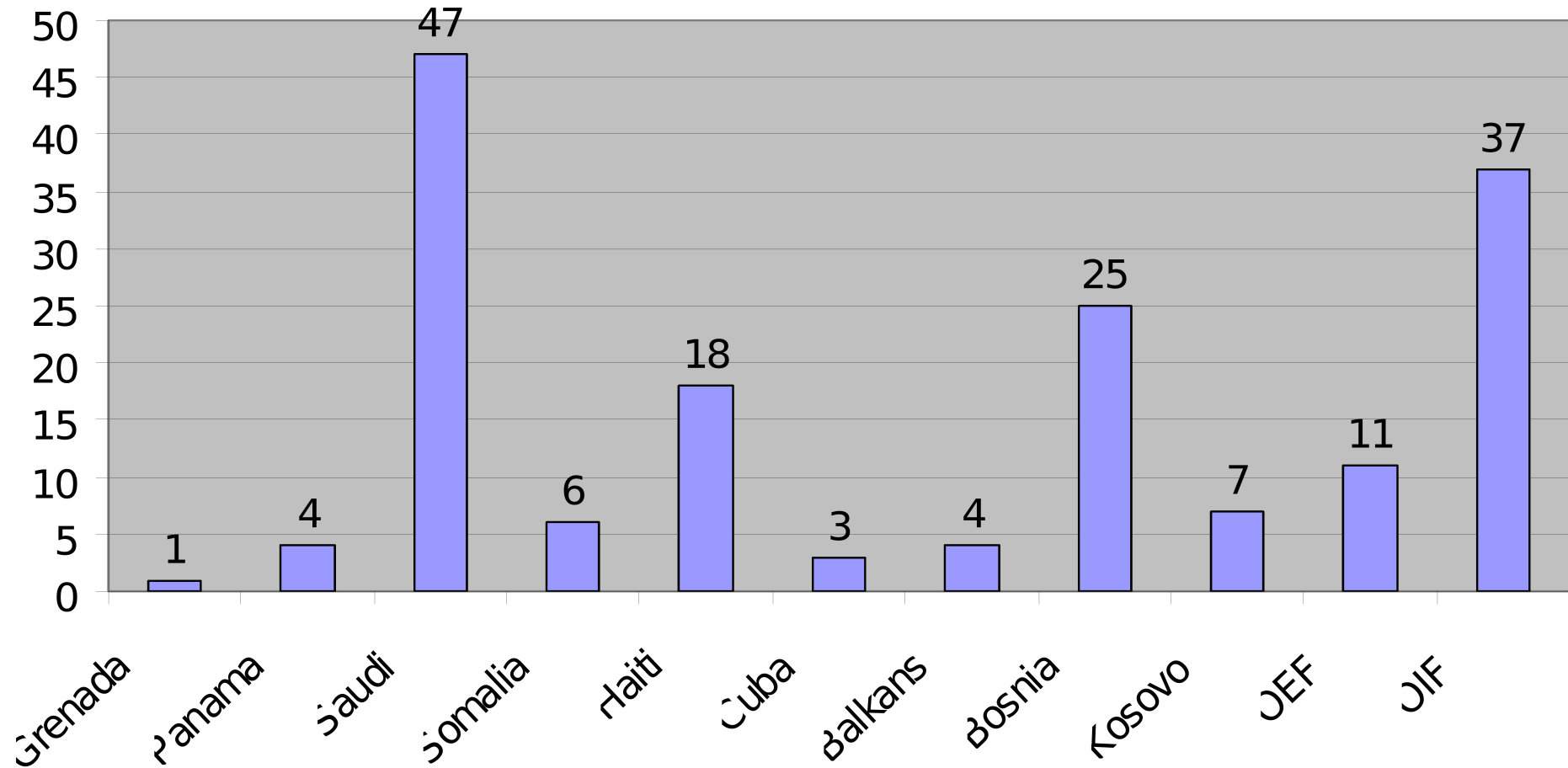
COMPO 1 COLs Deployed Experience



COMPO 1 LTCs Deployed Experience



Compo 1 MAJs Deployed Experience



Soldier's Creed



I am an American Soldier.

I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.

I will always place the mission first.

I will never accept defeat.
I will never quit.

I will never leave a fallen comrade.

I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.

I am a guardian of freedom and the American way of life.

I am an American Soldier.



AC Manning Strategies

INTENT: Enhanced unit capabilities through stability, predictability, and cohesion with increased benefits to Soldiers and Families.

Home-basing

- Stabilizes Soldiers and Families upon initial assignment at MTOE Installations for extended tour
 - Provides stability and predictability for Soldiers and Families
 - Enables company grade horizontal and vertical cohesion
 - Provides support base for possible BRAC changes and is enhanced by flagship installations
- Lays groundwork for repetitive assignments

Lifecycle

- Synchronizes Soldier's tour with the unit's (BCTs/UAs) operational cycle (s)
 - Increases operational capabilities of BCTs/UAs
 - Minimizes attrition (PCS/ETS) for deployed units
 - Provides horizontal & vertical cohesion

Cyclic

- Provides periodic package replacements to "normalize" training cycle for units (headquarters/high demand, low density)
 - Enhances continuity of operations
 - Focuses training to sustainment periods

How will
this impact
on the
ARNG &
USAR?

FA 43 Staff Responsibilities and Duties

FM 4-0 Combat Service Support



HUMAN RESOURCE SUPPORT

1-26. Human resource support (HRS) provides all activities and functions to sustain personnel manning of the force and personnel service support to service members, their families, Department of the Army civilians, and contractors. These activities include personnel accounting, casualty management, next-of-kin notification, essential personnel services, postal operations, and morale, welfare, and recreation. Joint doctrine refers to human resource support as personnel service support. (See chapter 10.)

FA 43 Proponency Office Current Update & Issues



- UA/UEx/UEy HR structure
- OPMSIII update
- 42/43 Merger
- FA43 Information Operations

Coding (UA, UEx, UEy)



- UA S1s (FA43 O4 MAJ)
 - 43-48 INF or Armor
 - 10 SUA
 - 10 Fires
- UEx
 - 10? Deputy G1 (O4 MAJ)
 - 10 EO Pgm Mgr (O5 LTC) AUG TDA
- UEy (AG School Recommendations)
 - 1-2 Asst G1 (O4 MAJ)
 - 3 LTC (O5)
 - 1 COL (O6)



- Council of Colonels (Aug-Sep, Nov-Dec)
- Eliminate FAD, replace with FAP
- Early CFD (4, majority at 7, & 10 yr mark)
- Merging of Some Branches and FAs & CFs
- Re-defining CPT BQ
- Breadth vs. Depth



Final Recommendations

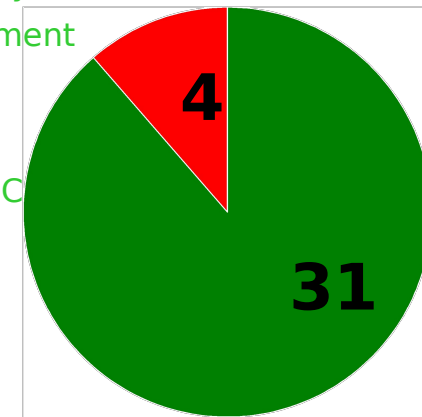
Green

- Establish common operating picture with Special Branches
- Continue to functionally align branches and functional areas
- Increase flexibility to fill structure
- Extend career timelines
- Provide broader opportunities for multi-functional officers
- Refine and coordinate MACOM fill priorities
- Synchronize OPMS with Army battle rhythm
- Develop more timely, accurate and common picture of structure fill
- Begin functional alignment
- Refine structure
- Recruit an Officer Corps with the right skill set and the desire for a lifetime of service
- Execute early CFD
- Increase accessions to improve current readiness
- Conduct selection boards for an Army at war and transforming
- Study on evaluation system modification
- Expand tenure: stabilize/accelerate in grade
- Link longer service with longevity pay
- Create incentives to reward a lifetime of service
- Institute promotion ADSOs
- The Army currently has no formal program to help officer increase self-awareness
- Current OPMS must evolve to meet the demands for a more Joint and expeditionary Army officer corps
- Develop a formalized process to manage Joint, interagency, and multi-national development opportunities
- Current definition of BQ is too exclusive
- Prescriptive career paths are limiting multi-functionality
- Centralized proponency closing the gap for officer proponency
- Consider graduate education as an incentive for increased ADSO among scholarship SOC
- Joint officer education
- Opportunities to broaden Joint experience
- Improve advance education opportunity
- Initiate limited Joint/IA exposure at CCC
- Align officer civilian education with the needs of the Army in near-to-mid term

Red

- Balance CPTs requirements with accessions
- Align and adjust initial military service obligation
- Explore certification options
- Institute command/key billet changes

We will recommend to the CSA that we proceed with implementation or continue to develop 31 of the 35 recommendations (89%)



42/43 Merger



- 42/43 Merger
 - Proposed COAs
 - FA43/BR42 Council of Colonels
 - BOD
 - PLS
 - Part of OPMS rreview

FA 43

Information Operations



- S1NET (<https://s3-xonet.army.mil>)
 - G6 supported server
 - List server function available
 - Password access for FOUO info
- List server
 - Positive feedback from the field
 - Need for push vs. pull
- FA 43 Web Page (www.army.mil/fa43)
- AG Commandant newsletter
- FA43 course Survey (sent to each class & their supervisor starting with the April 04 class)

Summary



- What you can expect from US!
 - Entry Level FA43s trained and ready upon arrival
 - Continued training improvements
 - Timely HR information
 - HR lifeline for deployed units
 - Assignment of 43's based on Army priorities
 - Continued work on recoding and merger COA